

THE

PERSONNEL

TEMPO

LAW

In order to reduce soldiers' time away from their homes and families, the Department of Defense has instituted several new "PERSTEMPO" initiatives. These include:

- Tracking and managing the amount of time soldiers are deployed.
- Paying high-deployment per diem, \$100 a day, for every day a soldier is deployed over 400 days in the previous 730 days.
- Applying the initiatives to all services and both the active and reserve components.

What counts as a PERSTEMPO deployment?

PERSTEMPO is defined in the law as "the amount of time members of the armed forces are engaged in their official duties, including official duties at a location or under circumstances that make it unfeasible for a member to spend off-duty time in the housing in which the member resides when on garrison duty at the member's permanent duty station." Using that definition for guidance, the Army developed the following list of deployment events:

What Counts¹

Examples

Mission-support TDY	<ul style="list-style-type: none">- Conferences- Meetings- Staff visits- Staff augmentation
Unit training	<ul style="list-style-type: none">- Combined Training Center- Unit training at a designated training area
Operations	<ul style="list-style-type: none">- Forward presence- Contingency operations- Counterdrug operations- Law-enforcement operations- U.S. domestic civil operations- Peacekeeping surveillance- National emergency- War
Exercises	<ul style="list-style-type: none">- Joint/combined operations- Single-service exercises- NATO exercises

¹This list is not exhaustive, and PERSTEMPO rules may be suspended at the discretion of the service secretaries. PERSTEMPO only applies to the Army National Guard and Army Reserve when they are in some active status (e.g., Annual Training, Active Duty for Training, Active Duty for Special Work, etc.) and not in an Individual Duty Training status.

What Doesn't Count²

Professional development education
(Any schools listed in the U.S. Army
Formal Schools Catalog, DA PAM 351-4)

Hospitalization
Not in conjunction with a deployment,
with a Line of Duty-No, or at the perma-
nent duty station

Discipline (confinement)

Leave

AWOL

Shift work

Permissive TDY

SDO, CQ, guard detail

IDT duty for National Guard and Reserve

²Although these events do not count for PERSTEMPO credit, some are tracked for reporting purposes.

How the Army keeps track of your PERSTEMPO days

A PERSTEMPO clerk at your unit enters your PERSTEMPO days into the Army PERSTEMPO web application. That system tracks your days and provides statistical reports to your chain of command. There is also an effort under way to report PERSTEMPO days on your leave and earnings statement.

What else?

- Any deployed days that occurred before Oct. 1, 2000, do not count for the high-deployment per diem.
- The \$100 per diem is earned only when a soldier exceeds 400 days out of the previous 730-day rolling window.
- The number of deployed days is cumulative — a soldier does not have to be on a continuous 400-day deployment to be eligible for high-deployment per diem.
- Soldiers cannot waive their right to earn PERSTEMPO credits in order to deploy for longer periods of time, and they cannot waive any per-diem entitlements that are earned due to crossing the payment threshold.
- General-officer involvement is required for soldiers to be deployed for more than 182 days, and again for 220 days, out of the previous 365-day rolling window.
- Use the spreadsheet calculator found on the PERSTEMPO website to keep track of your own PERSTEMPO days.

Significant Dates

Oct. 1, 2000	Effective date to start counting PERSTEMPO days.
Apr. 1, 2001	
(Oct. 1 + 182 days)	Earliest date a soldier may require GO management.
May 9, 2001	
(Oct. 1 + 220 days)	Earliest date a soldier may require GO approval.
Nov. 5, 2001	
(Oct. 1 + 401 days)	Earliest date a soldier may qualify for \$100 per diem.

Links to PERSTEMPO information:

PERSCOM Online: www.perscom.army.mil/perstempo
Army Knowledge Online: www.us.army.mil